



Government
Events

Addressing The Barriers For BAME Representation In The Workplace

Thursday 7th November 2019
Event Guide



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Welcome Letter

Dear Delegate,

Welcome to Addressing The Barriers For BAME Representation In The Workplace.

This event will feature updates on policies for improving BAME representation in the workplace. It offers practical case study examples of how organisations from across the public sector are leading the way in raising BAME representation and supporting BAME staff in their career progression.

If you have any questions or queries please ask our onsite management team, who will be more than happy to help you. They are located at the registration desk.

We hope you have a rewarding and enjoyable day.

Yours Truly,

David Blake
Government Events



Agenda AM

- 09:30-09:40 **Chair's Opening Remarks**
Dr Kenisha Linton, Senior Lecturer in Human Resources and Organisational Behaviour, University of Greenwich
- 09:40-10:05 **Keynote Address: Highlighting the Business Case for a More Inclusive Workforce and Exploring Key Findings and Progress Identified by the Scorecard Report 2018**
Sandra Kerr CBE, Race Equality Director, Business in the Community
- 10:05-10:30 **Keynote Address: Supporting Ethnic Minority Students And Professionals To Achieve Successful Careers In Engineering**
Dr Nike Folayan, Chair and Founder, Association for Black and Minority Ethnic Engineers (AFBE-UK)
- 10:30-11:00 **Question and Answer Session**
- 11:00-11:30 **Refreshment and Networking Break**
- 11:30-11:50 **Case Study: Improving Ethnic Diversity and Raising BAME Representation at Surrey Police**
David Munro, Police and Crime Commissioner, Surrey Police and Lead, Diversity, Equality and Human Rights, Association of Police and Crime Commissioners
- 11:50-12:10 **Case Study: Empowering Black, Asian and Ethnic Females at Thames Valley Police**
Superintendent Bhupinder Rai, Head of CID, Thames Valley Police
- 12:10-12:30 **Case Study: Making BAME Voices Heard Through Staff Networks**
Mohamed Jogi, National Programme Manager, Diversity & Inclusion, NHS Employers
- 12:30-12:45 **Question and Answer Session**
- 12:45-13:45 **Lunch and Networking**

*Programme Subject to Change



Agenda PM

- 13:45-14:05 **Afternoon Keynote: Maximising the Potential of Staff Networks to Create Positive Change**
Nichole Higgins, Co-Chair, EmBRACE, Volunteering & Systems Officer, Chartered Institute of Personnel and Development
- 14:05-14:25 **Case Study: “The Westminster Way – Our Inclusion And Diversity Journey”**
Lee Witham, Director of People Services, Westminster City Council
- 14:25-14:45 **Question and Answer Session**
- 14:45-15:15 **Refreshment and Networking Break**
- 15:15-15:35 **Keynote Address: Tackling Race Inequalities In the UK: The Way Forward**
Lord Simon Woolley, Chair, Race Disparity Audit Advisory Group and Director, Operation Black Vote
- 15:35-15:55 **Question and Answer Session**
- 15:55 **Close of Conference**

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Our Future Events

Please look at our website, www.GovernmentEvents.co.uk,
to view our future events. These include:

[Voluntary Sector Compliance, Regulation and Standards: The Way Forward](#)

Wednesday 4th December, Hallam Conference Centre

[Closing the Gap in National Health Inequalities: The Way Forward](#)

Tuesday 10th December, Central London

[Shaping the Future of Women in Work 2020](#)

Wednesday 29th January 2020, Central London

[Addressing the Barriers for BAME Representation in the Workplace 2020](#)

Tuesday 24th March 2020, Central London

For any enquiries, please call 0330 0584 285 or email Enquiries@governmentevents.co.uk



Speaker Biographies

Dr Kenisha Linton

Senior Lecturer in Human Resources and Organisational Behaviour, University of Greenwich

Kenisha Linton is a Senior Lecturer in Human Resources and Organisational Behaviour at the University of Greenwich. She obtained her PhD at Royal Holloway, University of London. Her doctoral thesis examined the topic of equality, diversity and inclusion in the London Metropolitan Police Service. Kenisha also conducts research on the experiences of black and minority ethnic (BME) staff and students in UK higher education institutions. Kenisha is engaged in various collaborative research projects on subjects of equality, diversity and inclusion, intersectionality, and cross-cultural management.



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09:30-09:40

Sandra Kerr CBE

Race Equality Director, Business in the Community

Sandra is Business in the Community's Race Equality Director. Before joining Business in the Community, Sandra worked in the Cabinet Office advising on diversity and inclusion. In January 2012, Sandra was awarded an OBE for services to Black and Minority Ethnic People. In 2015 Sandra spearheaded the largest ever survey on race in the workplace with 24,457 responses. In January 2016 she was invited to join the Royal Society Diversity Committee. The Race at Work 2018 Scorecard report, one year from the government review into Race in the Workplace, provided the evidence to establish the Race at Work Charter and Ethnicity and Pay consultation announced by the Prime Minister in October 2018. In 2019 Sandra was awarded a CBE in the Queen's Birthday honours list for Services to Equality and Diversity.



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09:40-10:05

Dr Nike Folayan

Dr Nike Folayan, Chair and Founder, Association for Black and Minority Ethnic Engineers (AFBE-UK)

Nike Folayan is Chartered Electronics Engineer with a doctorate in Electronics engineering. Nike is currently Associate Director and the Technical Discipline Leader for Communications and Control within the Railways Division of WSP, an engineering consultancy where she leads a team of telecommunications engineers working on a variety of projects within the transport industry including railways and the highways projects in the UK, Australia, Middle East and Africa.

Nike chairs AFBE-UK a not for profit organisation which aims at challenging and inspiring people of BME origin to enter the field of Engineering and make enhanced contributions to their respective fields, and to local communities using Engineering as a platform. Nike Folayan is a chartered engineering consultant with a doctorate in electronics engineering (Antenna Design). As Chair, Nike represents the organisation on local, regional and national levels. Nike has been the project manager on various AFBE-UK's projects and has participated and presented in seminars on diversity and inclusiveness including as part of the All Parliamentary Group (APPG) on Diversity in STEM.

Nike was featured in Britain's 100 most influential people of African and Caribbean heritage 2012 Powerlist. She is also a Trustee at the Engineering Development Trust (EDT), on the Advisory panel of CareersReady at Lambeth College, on the diversity panel of the Science Council, on the Strategic Planning Committee of University of the West of England and very recently joined engineering industrial panel at the University of Kent. She is also on Diversity Steering committees for the Royal Academy of Engineering and the Science Council amongst others.



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10:05-10:30



David Munro

Police and Crime Commissioner, Surrey Police and Lead, Diversity, Equality and Human Rights, Association of Police and Crime Commissioners

David Munro was elected as Police and Crime Commissioner for Surrey in May 2016. His primary role is to hold Surrey Police to account on behalf of all Surrey residents. In the last three years he has overseen a significant improvement in the way that the force has responded to the pressures of fighting crime and keeping Surrey residents safe and is proud to work with such a dedicated team of officers and staff.

David started his working life as an Army Officer (Royal Engineers), reaching rank of Major before moving into computer marketing. Since then, David has spent over twenty years involved in Surrey public affairs – occupying several positions at Surrey County Council, including Executive Member for Adult Services and Council Chairman.

David has been involved in a range of community and voluntary activities. He has been a school governor for four local schools and a trustee. In his spare time, David is Treasurer of a classical music charity which gives grants to promising young singers, he enjoys bell ringing and cycling.



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11:30-11:50

Superintendent Bhupinder Rai

Head of CIPD, Thames Valley Police

Bhupinder joined Thames Valley Police (TVP) in March 1992. She was posted to Slough in Berkshire, where she spent the first 12 years of her career. She specialised from Uniform patrol to the Intelligence teams and then qualified as a Detective. Bhupinder later chose to experience a different type of policing and joined the Community Safety team as Schools Officer and within a short time was promoted to Sergeant. Her next move was to set up a Prisoner Handling Unit where she worked as a Detective Sergeant. She was promoted to the rank of Inspector in 2006 and worked in Neighbourhood policing before moving to TVP's Force HQ to work on the Force Strategic Programme. She spent some time working on Community Cohesion and Neighbourhood Policing in Buckinghamshire, from where she was promoted to Chief Inspector. She later returned to the serious crime world as a Detective Chief Inspector overseeing serious, complex investigations. Bhupinder was promoted to Superintendent in Oct 2015 as Local Police Area Commander for the Royal Borough of Windsor and Maidenhead. In 2018 she was asked to lead the Force's FCID teams as head of department and is currently the Police Commander for Reading Borough.

Throughout her career she has been heavily involved in raising and helping to resolve issues relating to BAME staff and communities. Bhupinder has been the deputy and the chair of TVP's Support Association for Ethnic Minority staff (SAME) for over 10 years, stepping down in 2014/15. She is presently the BAME lead nationally for the Police Superintendents' Association of England & Wales.



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11:50-12:10

Mohamed Jogi

National Programme Manager, Diversity & Inclusion, NHS Employers

As an HR & Organisational development specialist he has over 20 years' experience working in the private, public and independent sector both in the UK and abroad. He has overseen and carried out major interventions around HR & OD for executives, managers, and employees in banking, healthcare, and emergency services. At present he is working at NHS Employers promoting the NHS as an Employer of excellence through supporting the delivery of designated working programmes within the NHS.

He has also jointly published research articles on 'BME Disciplinary and the NHS', Experience of African Nurses in the NHS, & Equality Diversity in the NHS. He is recognised as a Chartered Fellow of the Chartered Institute Personnel Development & holds a master's in human resource leadership management. Recently he was awarded MSc Healthcare Leadership & The Elizabeth Garrett Anderson Programme Leading Care II & NHS Leadership Academy Award in Senior Healthcare Leadership Award.

In addition, he is also an accredited PRINCE2 project manager, NLP practitioner and a qualified and experienced job evaluator and qualified BPS Level A & B Qualifications in Occupational testing. He is married with two daughters and is a season ticket holder at Liverpool FC.



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12:10-12:30



Nichole Higgins

Co-Chair, EmBRACE, Volunteering & Systems Officer, Chartered Institute of Personnel and Development

Nichole Higgins is Co-Chair of the CIPD's EmBRACE group, the group was launched in June 2018 to encourage conversations about race amongst employees and to promote understanding and take joint responsibility for creating a healthy working environment for all people. Nichole joined the CIPD, the professional body for experts in people at work, in 2016 where she is Volunteering and Systems Officer. Since EmBRACE launched, she has helped organise numerous internal and external events to help break down barriers and open up conversations about race. Nichole has spoken at numerous external events on this subject matter. In her day to day role Nichole works on the CIPD's Steps Ahead Mentoring programme which she is also a volunteer for, supporting numerous individuals from diverse backgrounds into employment. Nichole has been externally recognised for her volunteering and recently won the National Mentor of the Year Award 2019.

Nichole is also a trustee for the Croydon BME Forum. Croydon BME (black & minority ethnic) Forum is the umbrella organisation for Croydon's Black and Minority Ethnic voluntary and community sector; engaging people, building capacity, and promoting equality and cohesion. The Forum was established to maximise the engagement of BME communities in all aspects of living and working in Croydon.

Prior to working at the CIPD Nichole worked across a range of sectors including insurance and the NHS, where she managed several multi-cultural teams. Nichole has a master's degree in marketing and an undergraduate degree in Hospitality Management.



13:45-14:05

Lee Witham

Director of People Services, Westminster City Council

Lee Witham is Director of People Services at Westminster City Council. The work of Lee's team sits at the core of the Council's ambition to enable and facilitate the creation of a progressive working environment in which all staff feel valued and can thrive. The route map for our organisational transformation is our people strategy, The Westminster Way. Lee will talk about how this strategy is putting in place processes that allow any staff member – whatever their background, ethnicity or gender – to succeed, develop and thrive at the council.

Lee joined Westminster City Council in 2016, following a long career at BT, where he worked across the UK and globally in various HR Director roles.



14:05-14:25

Lord Simon Woolley CBE

Chair, Race Disparity Audit Advisory Group and Director, Operation Black Vote

Lord Simon Woolley is the founder and director of Operation Black Vote – an organisation that works to ensure greater racial justice and equality in the UK. Having been engaged with British politics first through his work with Charter 88, he has since tirelessly campaigned to empower BME communities through the promotion of political participation, education and representation. Simon has also served as a Commissioner for the Equality and Human Rights Commission, and in 2008 the Government Equalities Office released his influential report 'How to achieve better BME political representation'.

Simon was a key architect in the formation of the Government's Race Disparity Unit, and currently serves as its Advisory Group's chair. He has worked closely with central government to tackle injustice and secured £90m of funding to get disadvantaged young men and women into work. Simon was knighted in the 2019 Queen's Birthday Honours list for services to race equality and was made a crossbencher life peer, Baron Woolley of Woodford, in October 2019. Simon has long been an influential figure in British society, having been included in the Black Powerlist every year since 2012, featured in the Most Influential People lists of the Daily Telegraph and Evening Standard, and written for The Guardian, The Independent and Huffington Post. A driving force in grassroots campaigns, the impact of his work has directly reshaped the apex of British politics: when Operation Black Vote began in 1996, there were just four BME MPs; now there are over 50.



15:15-15:35



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Thank you for attending our conference.

We hope you found the day interesting and insightful. Speaker presentations will be made available to download on completing the post show survey which will be emailed to you within one week after the event.

We wish you a safe journey home.

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